Journal of Organizational Behavior

ISSN 0894–3796 JORBEJ 20 1–1224 (1999)

CONTENTS

Volume 20, Issue Nos 1–7

JANUARY 1999 VOLUME 20 NUMBER 1

HAPPY—PRODUCTIVE WORKER THESIS

1 Affect and Favorable Work Outcomes: Two Longitudinal Tests of the Happy–Productive Worker Thesis
Thomas A. Wright and Barry M. Staw

COMMENT

25 Happiness and Productivity Revisited
Gerald E. Ledford, Jr.

REPLY

31 Further Thoughts on the Happy–Productive Worker
Thomas A. Wright and Barry M. Staw

HEALTH AND STRESS

35 Flexible Work Schedules and Mental and Physical Health. A Study of a Working Population with Non-traditional Working Hours
M. F. J. Martens, F. J. N. Nijhuis, M. P. J. van Boxtel and J. A. Knottnerus

47 Psychological and Physiological Stress Reactions of Male and Female Assembly Workers: A Comparison Between Two Different Forms of Work Organization
Bo Melin, Ulf Lundberg, Jens Söderlund and Marianne Granqvist

63 Stress in the Workplace: A Comparison of Gender and Occupations
Lakshmi Narayanan, Shanker Menon and Paul E. Spector

INDIVIDUAL DIFFERENCES: PERSONALITY AND VALUES

75 Organizational Behavior Implications of the Congruence between Preferred Polychronicity and Experienced Work-unit Polychronicity
Thomas E. Slocombe and Allen C. Bluedorn

101 Self-management Perceptions and Practices: A Structural Equations Analysis
Maria Castaneda, Thomas A. Kolenko and Ramon J. Aldag

RESEARCH NOTES

121 Satisfaction at Last Job and Unemployment: A New Look
Connie R. Wanberg, Heather D. Carmichael and Ronald G. Downey

133 The Effects of Gender in Organizational Justice Perception
Cynthia Lee and Jiing-Lih Farh

MARCH 1999 VOLUME 20 NUMBER 2

ATTACHMENT AND CITIZENSHIP

145 Time Structure and Purpose, Type A Behavior and the Protestant Work Ethic
Peter E. Mudrack

159 Organizational Politics and Organizational Support as Predictors of Work Attitudes, Job Performance, and Organizational Citizenship Behavior
Marjorie L. Randall, Russell Cropanzano, Carol A. Bormann and Andrej Birjulin

175 Organizational Culture, Person-Culture Fit, and Turnover: A Replication in the Health Care Industry
Christian Vandenberghe

ORGANIZATIONAL SAFETY AND ERRORS

185 Perceptions of Organizational Safety: Implications for the Development of Safety Culture
Sharon Clarke

199 Hassles on the Job: A Study of a Job Intervention with Urban Bus Drivers
Gary W. Evans, Gunn Johansson and Leif Rydstedt

209 Factorial Validity of the Maslach Burnout Inventory – Dutch Version (MBI-NL) Among Dentists
Ronald C. Gorter, Gonnie Albrecht, Johan Hoogstraten and Michiel A. J. Eijkman

MENTORING

219 Determinants of Delegation and Consultation by Managers
Gary Yukl and Ping Ping Fu

233 The Mentoring Information Exchange: When Do Mentors Seek Information From Their Proteges?
Ellen J. Mullen and Raymond A. Noe

MANAGERIAL EFFECTS

243 The Relationship Between Managerial Motivation, Leadership, Nurse Outcomes and Patient Satisfaction
Donna K. McNeese-Smith

261 Inferences about Causes and Consequences of Behavior of Leaders and Subordinates
Dorien Konst, Roos Vonk and Rene van der Vlist

RESEARCH METHODS

273 Survival vs. Traditional Methodologies for Studying Employee Turnover: Differences, Divergences and Directions for Future Research
Mark J. Somers and Dee Birnbaum

MAY 1999 VOLUME 20 NUMBER 3

ORGANIZATIONAL ATTACHMENT

285 Relationships Among Five Forms of Commitment: An Empirical Assessment
Aaron Cohen

309 Employees' Reactions to Problematic Events: A Circumplex Structure of Five Categories of Responses, and the Role of Job Satisfaction
Mariët Hagedoorn, Nico W. Van Yperen, Evert van de Vliert and Bram P. Buunk

323 Antecedents and Consequences of Relational Components of the New Psychological Contract
Marcie A. Cavanaugh and Raymond A. Noe

SUPERVISOR–SUBORDINATE RELATIONS

341 A Closer Look at the Effects of Subordinate–Supervisor Age Differences
Elissa L. Perry, Carol T. Kulik and Jing Zhou

359 Effects of Perceived Power of Supervisor on Subordinate Stress and Motivation: The Moderating Role of Subordinate Characteristics
A. R. Elangovan and Jia Lin Xie

INDIVIDUAL DIFFERENCES

375 Achievement Motive and Entrepreneurial Orientation: A Structural Analysis
Abraham Sagie and Dov Elizur

389 Narrow Reasoning about the Use of Broad Personality Measures for Personnel Selection
Sampo V. Paunonen, Mitchell G. Rothstein and Douglas N. Jackson

407 Information Processing Style and Decision Making
Nancy H. Leonard, Richard W. Scholl and Kellyann B. Kowalski

JULY 1999 VOLUME 20 NUMBER 4

GOALS, PERFORMANCE AND APPRAISALS

421 The Effects of Proximal and Distal Goals on Performance on a Moderately Complex Task
Gary P. Latham and Gerard H. Seijts

431 Inflation of Subordinates' Performance Ratings: Main and Interactive Effects of Rater Negative Affectivity, Documentation of Work Behaviour, and Appraisal Visibility
Yitzhak Fried, Ariel S. Levi, Haim Ailan Ben-David and Robert B. Tiegs

445 Total Quality Management and Performance Appraisal: An Experimental Study of Process Versus Results and Group Versus Individual Approaches
Simon S. K. Lam and John Shaubroeck

459 The Relationship Between Gender and Performance Issues of Concern to Directors: Correlates or Institution?
Ilan Talmud and Dafna N. Izraeli

CONSTRUCTIVE RELATIONSHIP BUILDING

475 Constructive Conflict at Work
Evert Van de Vliert, Aukje Nauta, Ellen Giebels and Onne Janssen

493 Burden or Blessing? Expected Costs and Benefits of Being a Mentor
Belle R. Ragins and Terri A. Scandura

511 Empowered to Lead: The Role of Psychological Empowerment in Leadership
Gretchen Spreitzer, Suzanne C. De Janasz and Robert E. Quinn

METHODS

527 Error Orientation Questionnaire (EOQ): Reliability, Validity, and Different Language Equivalence
Volker Rybowiak, Harry Garst, Michael Frese and Bernad Batinic

549 Further Analysis of Employment Interview Validity: A Quantitative Evaluation of Interviewer-related Structuring Methods
Allen I. Huffcutt and David J. Woehr

561 Erratum

SEPTEMBER 1999 VOLUME 20 NUMBER 5

MENTORING AND CAREER

563 Antecedents of Early Career Stage Mentoring Among Chinese Employees
Samuel Aryee, Susanna Lo and Inn-Lee Kang

577 The Role of Human Capital, Motivation, and Supervisor Sponsorship in Predicting Career Success
Sandy J. Wayne, Robert C. Liden, Maria L. Kraimer and Isabel K. Graf

597 Mentor–Protege Diversity and Its Impact on International Internship Experiences
Daniel C. Feldman, William R. Folks and William H. Turnley

613 Potential Moderating Influence of Career Growth Opportunities on Careerist Orientation and Work Attitudes: Evidence of the Protean Career Era in Singapore
Yue-Wah Chay and Samuel Aryee

STRESS TRANSITIONS

625 The Effects of Transition Stress: A Relocation Study
Penny Moyle and Katherine Parkes

647 The Costs, Benefits, and Limitations of Organizational Level Stress Interventions
Rob B. Briner and Shirley Reynolds

665 Managers' Coping Resources, Perceived Organizational Patterns, and Responses During Organizational Recovery From Decline
Hila Hoffi-Hofstetter and Bilha Mannheim

687 Cognitive–Affective Stress Propensity: A Field Study
Jerry C. Wofford, Vicki L. Goodwin and Paula S. Daly

709 The Moderating Role of Task Characteristics in Determining Responses to a Stressful Work Simulation
Nerina J. Jimmieson and Deborah J. Terry

POINT/COUNTERPOINT

737 Objective Versus Subjective Approaches to the Study of Job Stress
Paul E. Spector

739 An Examination of Attributions and Emotions in the Transactional Approach to the Organizational Stress Process
Pamela L. Perrewé and Kelly L. Zellars

753 Should the Subjective be the Objective? On Studying Mental Processes, Coping Behavior, and Actual Exposures in Organizational Stress Research
John Schaubroeck

761 On the Importance of the Objective Environment in Stress and Attribution Theory. Counterpoint to Perrewé and Zellars (This Issue)
Michael Frese and Dieter Zapf

RELATIONS BETWEEN TOP MANAGERIAL BOARD

767 Pyrrhic Victories: The Cost to the Board of Ousting the CEO
Andrew Ward, Karen Bishop and Jeffrey A. Sonnenfeld

NOVEMBER 1999 VOLUME 20 NUMBER 6

WORK-FAMILY RELATIONS

783 Attachment Behavior and Health: Relationships at Work and Home
Janice R. W. Joplin, Debra L. Nelson and James Campbell Quick

797 Work-to-Nonwork Conflict Among Married Male and Female Lawyers
Jean E. Wallace

817 'Family' in Organizational Research: A Review and Comparison of Definitions and Measures
Teresa J. Rothausen

837 Is there a Link Between Family Structures and Women's and Men's Managerial Career Advancement?
Phyllis Tharenou

865 Work-family Conflicts of Women in the Air Force: Their Influence on Mental Health and Functioning
Amiram D. Vinokur, Penny F. Pierce and Catherine L. Buck

879 The Effects of Job Stressors on Marital Satisfaction in Finnish Dual-Earner Couples
Saija Mauno and Ulla Kinnunen

AGGRESSION ON THE JOB

897 Predicting Employee Aggression Against Coworkers, Subordinates and Supervisors: The Roles of Person Behaviors and Perceived Workplace Factors
Liane Greenberg and Julian Barling

915 A Model of Work Frustration-Aggression
Suzy Fox and Paul E. Spector

ORGANIZATIONAL EFFECTS

933 Testing the Impact of Shift Schedules on Organizational Variables
Gary Blau and Mary Lunz

943 An Examination of Service-Related Antecedents to Retail Store Performance
Chester C. Borucki and Michael J. Burke

WORKER RESPONSES

963 Improving Mental Health Status and Coping Abilities for Long-Term Unemployed Youth Using Cognitive-Behaviour Therapy Based Training Interventions
Peter A. Creed, Michael Antony Machin and Richard E. Hicks

979 Minor Illness as a Legitimate Reason for Absence
Joan Harvey and Nigel Nicholson

995 Another Look at the Locus of Control-Organizational Commitment Relationship: It Depends on the Form of Commitment
Daniel F. Coleman, Gregory P. Irving and Christine L. Cooper

DECEMBER 1999 VOLUME 20 NUMBER 7

COMPENSATION

1003 A Study of the Relationships Between Compensation Package, Work Motivation and Job Satisfaction
Jacques Igalens and Patrice Roussel

1027 Gainsharing and Women's and Men's Relative Pay Satisfaction
Mary E. Graham and Theresa M. Welbourne

WORKPLACE ROMANCE

1043 Not All is Fair in Love and Work: Coworkers' Preferences for and Responses to Managerial Interventions Regarding Workplace Romances
Sharon Foley and Gary N. Powell

1057 Hierarchical Workplace Romance: An Experimental Examination of Team Member Perceptions
Gwen E. Jones

JUSTICE AND POLITICS

1073 Justice Constructs, Negative Affectivity, and Employee Deviance: A Proposed Model and Empirical Test
Karl Aquino, Margaret U. Lewis and Murray Bradfield

1093 Political Behaviors as Moderators of the Perceptions of Organizational Politics—Work Outcomes Relationships
Gloria Harrell-Cook, Gerald R. Ferris and James H. Dulebohn

THE INCUBATOR

1107 Ethical Responsibility and the Organizational Researcher: A Committed-to-Participant Research Perspective
Thomas A. Wright and Vincent P. Wright

MOTIVATION, PERCEPTION AND VALUES

1113 Learning and Development Factors Related to Perceptions of Job Content and Hierarchical Plateauing
Tammy D. Allen, Joyce E. A. Russell, Mark L. Poteet and Gregory H. Dobbins

1139 Helping to Improve Suggestion Systems: Predictors of Making Suggestions in Companies
Michael Frese, Eric Teng and C. J. D. Wijnen

1157 Effects of Coworker Information on Perceptions and Ratings of Performance
Todd J. Thorsteinson and William K. Balzer

1175 A Test of Value Congruence Effects
Thomas J. Kalliath, Allen C. Bluedorn and Michael J. Strube

1199 Predicting Collective Climates: Assessing the Role of Shared Work Values, Needs, Employee Interaction and Work Group Membership
Scott A. Young and Christopher P. Parker

1219 Acknowledgement of Reviewers 1999

1223 Author Index

v Volume Contents